



# Lake County

*JSEC Insider*

## Employee Retention:

As the unemployment rate continues to decline competition for qualified employees is fierce. Here are some tips from the HR Toolkit provided by your Job Service to keep the "good ones" that you already have:

### What Can You Do?

Treat employees like they make a difference, and they *will* make a difference. The people who work for you are the only true source of long-term, sustainable, competitive advantage. They are the force that when properly motivated and directed, drive your quality, innovation, customer service and satisfaction. Employers need to review their hiring criteria to ensure that they aren't omitting potentially excellent employees due to requirements that have little or nothing to do with the job at hand. With today's diverse age groups, employers must develop recruitment and retention strategies that motivate every worker regardless of age, while keeping each individual's wants and needs in mind.

Hire the right people the first time and make efforts to keep them by providing:

Updated job descriptions, good employee orientation, built in continuous training, foster supervisory leadership, provide well-designed employee mentoring systems, pay competitively, provide benefits, improve working conditions, offer opportunities for career advancement, and address employee concerns.

**Training, Training, Training:** Spend quality time with employees. Relevant training, coaching and mentoring are far more important than they are traditionally given credit.

HR Toolkits are available at no cost from the Job Service offices as well as on line at:  
[www.employlakecounty.com](http://www.employlakecounty.com)

## Congress Approves Minimum Wage Increase

The US Congress approved the minimum wage increase to \$7.25 per hour over a two year period. Under the bill the wage will increase from its current level of \$5.15 per hour to \$5.85 per hour within 60 days of enactment and to \$7.25 within two years. Since MT minimum wage is currently higher than the Federal wage at \$6.15, then our current higher minimum wage prevails. Keep in mind that MT minimum wage is tied to a cost-of-living adjustment to be calculated from August of the preceding year to August of the year in which the calculation is made. If there is no CPI increase, then no adjustment is made. Adjustments will become effective January 1, 2008. Please refer to the following website for posting information:

<http://erd.dli.mt.gov/laborstandard/wagehrlawsstatemin.asp>

## Lake County Job Fair a Success to Build Upon

According to the survey of the employers who attended the Job Fair at the Polson High School in April, 14 out of the 19 would participate again. We also rated an overall satisfaction rating of 3.6 out of 5. Many comments from the employers were focused on the lack of professional dress of the potential applicant base; however, the Job Corps students were complimented for their professional appearance and preparedness. To improve on this endeavor, partnership plans have been recently discussed with Salish Kootenai College for next year. Our common goal is to centralize the fair location and to increase the quality of our applicant base. The Educational Committee will meet this summer to discuss next year's plans to increase our customer satisfaction level.

## Lake County Job Service Manager Retires!

Mike Shoquist, Manager of the Northwest Job Service Workforce Centers, is retiring effective June 29, 2007. Mike started his career in the US Army, and then returned to his home state to attend and graduate from the University of Montana in Missoula. He began his Job Service career 32 years ago in Great Falls-first as an employment specialist, and then with agricultural services and unemployment insurance services. He later was promoted to a Supervisor position. His next career move was accepting the position as Manager of the Polson office. This later evolved to include the Flathead, Libby and Thompson Falls offices.

Mike's tenure with the Job Service is marked with dedication, an admirable work ethic, and a commitment to serving business customers and the expansion of business services. He encourages creative solutions, staff development and continuous improvement. Following retirement, Mike will continue to live in Polson with his wife of thirty-five years, Marylou. He looks forward to spending time with his adult children, Devin and Liesel, and his two grandsons. While he plans to continue working in the future, his immediate plans include golf, fishing and gearing up for another great season cheering on the Griz! We want to thank Mike for his dedicated service, and wish him the best in his new endeavors!



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Lake County Job Service  
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## 2007 Ken Rohrenbach Scholarship Winners!

This year the Lake County Job Service Employers' Committee awarded two \$500.00 scholarships.

Stevie-Leigh Sammons of Charlo and Theodore "Ted" Morigeau of Polson. Stevie-Leigh plans to attend the University of Montana-Western, majoring in Elementary Education & Music. Ted Morigeau plans to attend Carroll College majoring in Pre-Pharmacy & Biology. Ted also was the recipient of the State JSEC Fred Unmack \$500 memorial scholarship. We wish both of these individuals the best of luck in the future.

**Mark your calendars!!  
2007 ABC CLINIC**

Get the Latest Updates and  
Changes From the Experts!

October 3, 2007  
8am-4:30pm  
Register today!  
Call 883-7880 for more  
information

## New Resources!!

### ***"Life Would Be Easy If It Weren't for Other People"***

When you get to work in the morning, is it where you want to be? And when you go home at night, is that where you feel good and safe? Being able to answer yes to both questions is the key to happiness, success and wealth, according to therapist & comedian **Connie Podesta**.

### ***"A Whole New Mind"***

Just as we were getting used to the information age, Daniel Pink tells us that it is ending. With it goes our focus on charts, statistics, and linear thinking. Traditional "left-brain" activities like logic, analysis, and repetitive production are being turned over to robots, computers, and offshore labor. The valued skills of 21st century will be those of the right brain: empathy, design, synthesis, and contextual thinking. Author and lecturer Daniel Pink.

### ***"The Success Principles"***

Seven steps to accelerate your life from where you are to where you want to be. Author Jack Canfield shows you: How what you think makes you weak or strong; Seven key areas in creating a personal vision; Two simple questions that accelerate the achievement of your goals; How to change the outcome of any event, simply by changing your response to it.

***Check one out of our Resource Library TODAY!***

## JSEC Representatives

Marilyn Becker, JSEC Chair  
Todd Erickson, Coordinator 883.7885  
Patti Patterson, Co-Coordinator 883.7883

## ***From the Book of Questions: Business, Politics & Ethics By Gregory Stock, PH.D.***

Think of this using your knowledge of generations in the workplace:  
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"If you had to choose between a satisfying job with little security and a secure job with little satisfaction, which would you take? Has your attitude about this changed over time?"